In order to apply to this position, you must first apply and screen into the Highly Qualified Principal Pool. To get started, please visit our careers website to submit your application to the most recent Principal Pool and learn more about our application process: Click here! If you have not completed the Principal Pool process your application will automatically be screened out when you apply.

If you currently hold a Principal Role in DPS (does not include DPS Charter School), you still need to apply to the most recent Principal Pool posting. However, you DO NOT have to go through the screening process.

EMILY GRIFFITH CAMPUS
Northeast:Northwest:Southeast:Southwest
Traditional 233 work days
FTE: 1.0

Essential Functions and Objectives:
The Founding Principal of this new high school will have a planning year “Year-0” to engage the community, hire staff, design the school’s curriculum, identify facility options, and prepare for opening the school with a founding class of 9th graders. The founding principal will continue in the role of principal upon launching the school.

We seek a Founding Principal who is committed to launching an intentionally designed, culturally responsive high school that leverages the tenets of HBCUs and uses a comprehensive STEAM approach to learning. The principal should have a commitment to implementing the principles of Historically Black Colleges and Universities that embrace the experiences, heritage, and excellence of African Americans.

Leadership Qualities:

- **Transformative Leadership:** The Founding Principal must be proactive and creative in order to shift entrenched systems and mindsets. The leaders must have a desire to eliminate the opportunity and achievement gap. They must know how to foster this mindset in other members of the school community, so that a culture of collective efficacy can be developed and maintained. The leader must have a commitment to the vision that EVERY student will engage in an engaging, culturally relevant instruction so they can gain the kinds of critical and creative thinking necessary to successfully navigate diverse 21st-century career and life pathways.

- **Adaptive Leadership:** The Founding Principal must understand how to collaboratively champion disruptive innovations and subsequently shift these into sustained innovations by diagnosing the broader system, mobilizing resources, reflecting on personal and organizational weaknesses, and continuously growing. The Founding Principal must develop stakeholders to step outside of the current paradigms that have guided education over the last century in order to create a shared vision for education and learning that is based on the application of STEAM pedagogy and aligned instructional strategies (e.g., inquiry-based learning, problem and project-based learning, integrated units of study).

- **Culture & Climate Leadership:** The Founding Principal must lead for the development and continuation of a school culture that values equity and empowerment for all stakeholders. Leading this way will motivate and inspire students, teachers, parents, and community members to tackle tough issues, such as the achievement gap and equitable
access to resources so that all members of the school community have a clear pathway to success and options after graduation.

- **Instructional Leadership**: The Founding Principal must place a strong emphasis on instructional excellence. The greatest indicator of student success is effective teaching. The Founding Principal must be versed in both recruiting and developing effective teachers and must be effective at developing and distributing instructional leadership capacity among the members of his/her leadership team and the teaching staff.

- **Strategic/Organizational Leadership**: The Founding Principal must have strong organizational and planning skills that allow her/him to lead in the areas of human resources, financial management, and stakeholder communication. The Founding Principal must be able to identify and manage staffing needs for both instructional and non-instructional staff members and ensure the alignment of people, time, and money with the school’s strategic priorities and needs. Lastly, the Founding Principal must be able to efficiently collaborate with the leadership teams across partner middle schools.

- **Community Leadership**: The Founding Principal must be attentive to the larger community’s needs by aligning the school’s programming and priorities to those needs. The Founding Principal must develop strong community connections and deeply know, affirm, and partner with a variety of community members and organizations.

**Knowledge, Experience, & Other Qualifications:**

- Bachelor’s Degree required.
- Master’s Degree and previous leadership experience preferred.
- A current, valid State of Colorado Principal License (professional or provisional) in place by the time the position starts.
- Alternative licensure is an option for candidates with demonstrated school leadership experience who require licensure and additional coursework.
- Experience in serving at-risk students and the needs of second language learners required. Bilingual skills in Spanish preferred.

**About Denver Public Schools:**
Denver Public Schools is committed to meeting the educational needs of every student with great schools in every neighborhood. Our goal is to provide every child in Denver with rigorous, enriching educational opportunities from preschool through high school graduation. DPS is comprised of nearly 200 schools including traditional, magnet, charter and alternative pathways schools, with an enrollment of more than 90,000 students.

Under the leadership of Superintendent Susana Cordova and guided by the tenets of The Denver Plan, DPS has become the fastest-growing school district in the country in terms of enrollment and the fastest-growing large school district in the state in terms of student academic growth. Learn more at dpsk12.org.

*Denver Public Schools is an Equal Opportunity Employer and does not discriminate on the basis of race, color, religion, national origin, sex, sexual orientation, age, disability, or any other status protected by law or regulation. It is our intention that all qualified applicants be given equal opportunity and that selection decisions be based on job-related factors.*